

# Witherley C.E. Primary School



## Anti-Bullying Policy

Autumn 2023

Next review due: Autumn 2024

## **Witherley CE Primary School – Anti Bullying Policy**

The purpose of this policy is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy applies to anyone working on behalf of Witherley C.E. Primary including senior leaders, staff, volunteers, agency staff and students.

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK.

### **What is bullying?**

Department for Education guidance defines bullying as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms.

### **Types of Bullying/Peer on Peer Abuse**

Peer on peer abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age; everyone directly involved in peer on peer abuse is under the age of 18. 'Peer-on-peer' abuse can relate to various forms of abuse (see below), and crucially it does not capture the fact that the behaviour in question is harmful to the child perpetrator as well as the victim

#### **Cyber-Bullying**

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

#### **Racist Bullying**

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

#### **Homophobic & Transphobic Bullying**

This occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual, transsexual and transgender people.

#### **Vulnerable Groups**

We recognise that some groups of pupils or adults may be more vulnerable to bullying, including:

- Looked After or Adopted Children
- Gypsy, Roma and Traveller heritage
- People with Special Educational Needs or Disabilities (SEND)
- People from ethnic minorities
- Children entitled to Free School Meals
- People for whom English is an Additional Language

- People who are perceived to be or are gay, lesbian, bisexual, transsexual or transgender or are parented by people from these groups.

### **Bullying Prevention**

Preventing and raising awareness of bullying is an essential to keeping incidents in our school to a minimum. Through assemblies as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied. Adults who feel they are being bullied by a colleague or parent should tell their line manager or – if the accused perpetrator is the line manager - the Whistleblowing or Grievance procedures should be used. The School will engage in raising awareness of bullying through supporting Anti-Bullying Week each year: The Anti-Bullying Alliance [www.anti-bullyingalliance.org.uk/anti-bullyingweek](http://www.anti-bullyingalliance.org.uk/anti-bullyingweek) provides information and resources to help unite people against all forms of bullying.

#### **We believe that:**

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

#### **We recognise that:**

- bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

### **Dealing with Bullying**

We will seek to prevent bullying by:

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it. These discussions will focus on: - group members' responsibilities to look after one another and uphold the behaviour code - practising skills such as listening to each other - respecting the fact that we are all different - making sure that no one is without friends - dealing with problems in a positive way - checking that our anti-bullying measures are working well
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying
- putting clear and robust anti-bullying procedures in place
- making sure our response to incidents of bullying takes into account: - the needs of the person being bullied - the needs of the person displaying bullying behaviour - needs of any bystanders - our organisation as a whole.
- reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

## **Procedures**

- Teachers keep their own records of all incidents that happen in their class, and that they are aware of both in and out of school. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the headteacher. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher informs the child's parents or carers.
- The headteacher keeps a record of bullying incidents, including peer on peer abuse and cyberbullying.
- When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim, and punishment for the offender. Time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future. If a child is repeatedly involved in bullying, we inform the headteacher. We then invite the child's parents or carers into the school to discuss the situation. In more extreme cases, e.g. where these initial discussions have proved ineffective, the headteacher may contact external support agencies, such as the social services.
- Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time and achievement assembly is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

## **Parents and Carers**

Parents and carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the school Prospectus.

Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

## **Pupils**

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

Pupils are expected to abide by the school rules and treat others in a considerate way.